

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
AUGUST 2014



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Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Total Number of Inquiries	378	357											735
Number of Complaints Drafted	162	143											305
% of inquiries drafted	43%	40%											42%
Employment	125	118											243
Housing (Real Estate)	21	17											38
Public Accommodation	14	7											21
Credit	1	0											1
Education	1	0											1
Unknown	0	0											0
Number of Complaints Formalized	95	103											198
Employment	60	85											145
Transferred from EEOC*	0	10											10
Housing (Real Estate)	23	9											32
Transferred from HUD**	4	1											5
Public Accommodation	12	9											21
Credit	0	0											0
Education	0	0											0

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Total Number of Inquiries by Region	378	357											735
Region 1	41	32											73
Region 2	40	23											63
Region 3	30	29											59
Region 4	11	11											22
Region 5	180	177											357
Region 6	18	33											51
Region 7	10	10											20
Region 8	25	19											44
Region 9	17	17											34
Unknown/Out of State	9	6											15

Region 1: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2: St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

Region 3: LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

Region 4: White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

Region 5: Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

Region 6: Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

Region 7: Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

Region 8: Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

Region 9: Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Unknown: If the location of the inquiry cannot be identified or is located out of state.

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
% of Aged Cases by Area													
Employment	12%	10%											11%
Housing (Real Estate)	0%	10%											0%
Public Accommodation	19%	16%											18%
Credit	0%	0%											0%
Education	31%	34%											33%
Open Cases by Area													
Employment	701	759											
Housing (Real Estate)	75	67											
Public Accommodation	98	104											
Credit	1	1											
Education	39	39											

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate), FO = Final Order.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Number of Cases Closed	80	44											124
Employment	63	24											87
Housing (Real Estate)	5	18											23
Public Accommodation	5	2											7
Education	7	0											7
Credit	0	0											0
Type of Closure													
NPC	58	13											71
CWS	10	9											19
CW	6	5											11
AD	4	14											18
FO	2	2											4

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Probable/Reasonable Cause Findings	3	2											5
Employment	3	1											4
Housing (Real Estate)	0	0											0
Public Accommodation	0	1											1
Education	0	0											0
Credit	0	0											0
Active Cases													
Employment	34	34											
Housing (Real Estate)	12	7											
Public Accommodation	7	3											
Education	4	5											
Credit	0	0											
Average Age of Cases since NOF*	287	298											

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

Robinson, S. v. Planned Parenthood of Indiana is a public accommodation case based on disability. Complainant alleged that she was denied equal access to Respondents services.

Tanton, B. v. Beckman Coulter, Inc. is an employment case based on religion. Complainant alleged that he was denied a religious accommodation.

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

Lumpkin, A. v. American Heating and Cooling is an employment case based on sex. Complainant alleged that she was laid off because of her sex. The case was closed in favor of the Respondent.

Weaver, T. v. Botkin Trophies is an employment case based on sex/sexual harassment. Complainant alleged that she was sexually harassed while employed and terminated. The case was closed in favor of the Respondent.

Articles of Interest:

Gov. Pence statement on the renewal of Indiana's No Child Left Behind waiver (August 28, 2014, Governor's Newsroom)

http://www.in.gov/activecalendar/EventList.aspx?view=EventDetails&eventidn=181115&information_id=205517&type=&syndicate=syndicate

Great Lakes Equity Center Institute to take place at IUPUI (August 28, 2014, IUPUI Newsroom)

<http://news.iupui.edu/releases/2014/08/great-lakes-equity-center.shtml>

EEOC to sign National MOU with Mexico (August 26, 2014, EEOC Newsroom)

<http://eeoc.gov/eeoc/newsroom/release/8-26-14.cfm>

Kings Feast 2K14: I AM KING (August 25, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2815.htm>

S. Ind. church marks Civil Rights Act (August 23, 2014, The Courier-Journal)

<http://www.courier-journal.com/story/news/local/indiana/2014/08/23/s-ind-church-marks-civil-rights-act/14409459/>

Food Lion sued by EEOC for religious discrimination (August 20, 2014, EEOC Newsroom)

<http://eeoc.gov/eeoc/newsroom/release/8-20-14a.cfm>

HUD charges Kent State University with housing discrimination (August 19, 2014, HUD Newsroom)

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2014/HUDNo_14-099

ICRC to offer CLE seminar in West Lafayette on September 12th (August 18, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2814.htm>

Remembering Black Baseball (August 14, 2014, Indianapolis Recorder)

http://www.indianapolisrecorder.com/news/article_07588798-23d1-11e4-b7a2-001a4bcf887a.html

Mayor explains how diversity can be a way of life (August 14, 2014, Gary Crusader)

<http://www.garycrusader.com/gary/News-Detail.aspx?typeID=1&newsID=6680&CityID=1>

Negro League Baseball History event slated for August 22nd (August 8, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2800.htm>

Indiana seeking local partners to fight poverty (August 8, 2014, WISH-TV 8)

<http://wishtv.com/2014/08/08/indiana-seeking-local-partners-to-fight-poverty/>

New Indiana Fair Employment Poster a Required Change (August 7, 2014, Indiana Chamber)

<http://www.indianachamberblogs.com/tag/civil-rights-commission/>

Rush named 1st female Supreme Court chief justice (August 6, 2014, WRTV-6)

<http://www.theindychannel.com/news/local-news/panel-to-choose-next-indiana-supreme-court-leader>

Washington Post: Indiana attracts more visitors than any other state (August 6, 2014, WISH-TV 8)

<http://wishtv.com/2014/08/01/washington-post-indiana-attracts-more-visitors-than-any-other-state/>

Indiana State Fair kicks off for 17-day run (August 1, 2014, RTV-6)

<http://www.theindychannel.com/news/local-news/indiana-state-fair-kicks-off-for-17-day-run>